



Working Sick: Paid Sick Days Reduce Costs for Employers

6 million Californians – 40% of all workers in the state – have ZERO paid sick days.

Paid Sick Days Reduce Costs of Employee Turnover

- Employees with paid sick days are less likely to leave their jobs.¹
- Every time an employee leaves a job, it costs the employer 25% of a worker's total compensation, on average, across all industries, to replace that worker.²
- Recruitment of new employees lowers productivity by increasing the workload for human resources, supervisors and other employees.
- Paid Sick Days will save retail businesses in California **over 80 million dollars** from reduced turnover.³

Paid Sick Days Increase Employee Productivity

- The productivity of workers with even minor illnesses goes down compared to the productivity of their healthy co-workers.⁴
- Every ill worker with the flu infects 18% of his/her coworkers.⁵ The spread of contagion compounds the loss of productivity.
- Sick workers, or workers with sick loved ones, who are able to take paid sick days recover faster from illness than those who are forced to go to work.

A Lack of Paid Sick Days is a Public Health Hazard

- The Centers for Disease Control recommends that workers who are ill “stay home from work and school”⁶ to prevent spread of disease in the community and workplace. Paid sick days enable working families to follow this advice.
- The risk of public contagion increases when ill workers have high levels of contact with the public, yet only 4% of restaurant workers have paid sick days.⁷
- In 2005, industries with the highest incidence of occupational injury – Construction, Waste Management, Food Processing and Manufacturing – also had the largest percentage of workers without paid sick days.⁸

It's About Time: Support Paid Sick Days in California

[Over...]

Produced by the **Labor Project for Working Families** on behalf of the **Work and Family Coalition**. The Work and Family Coalition is a partnership of unions and community based organizations working on a campaign for Paid Sick Days in California to allow workers to take paid sick days for themselves or to care for a sick family member. The Coalition helped pass the groundbreaking California Paid Family Leave law. For more information, contact us at (510) 643-7088 or info@working-families.org.

¹ Lovell V. (2005). *Valuing Good Health: An Estimate of Costs and Savings for the Healthy Families Act*. Washington D.C.: Institute for Women's Policy Research.

² Employment Policy Foundation. (2002). "Employee Turnover – A Critical Human Resource Benchmark." *HR Benchmarks*. (December 3): 1-5

³ Labor Project for Working Families analysis of Bureau of Labor Statistics wage and turnover information for retail workers in California using methodology from Lovell (2005).

⁴ Smith, A. (1989). "A Review of the Effects of Colds and Influenza on Human Performance." *Journal of the Society of Occupational Medicine*. 39: 65-68.

⁵ Lovell V. (2004) *No Time to Be Sick: Why Everyone Suffers When Workers Don't Have Paid Sick Leave*. Washington D.C.: Institute for Women's Policy Research.

⁶ Centers for Disease Control website: www.cdc.gov

⁷ Hartmann, Heidi Ph.D., Public Testimony, February 2007 Hearing on the Healthy Families Act.

⁸ Bureau of Labor Statistics, DOL – Paid Leave, Sick Leave.